

## Xurpas Board Diversity Policy

Xurpas is committed to promoting diversity and inclusion in the composition of its Board of Directors. The company values a diverse Board in terms of age, culture, skill, competence, knowledge, and gender, among other qualifications. Xurpas believes that a diverse board enhances decision-making, fosters innovation, and reflects the varied perspectives of its stakeholders.

### Diversity Attributes

<b>Gender Diversity:</b>	Mix of male and female directors
<b>Age Diversity:</b>	Directors aged from 35 - 65 years
<b>Years of Experience:</b>	At least 10 years of senior management or experience in one (1) of the prescribed Expertise / Experience below
<b>Expertise/ Experience:</b>	Strategy Development
(Check where present)	Risk Management
	Governance
	Finance
	Law
	PR
	Marketing
	HR
	IT
<b>Affiliations:</b>	Industry Associations
(Check where present)	Technology Groups
	Financial Institutions

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## Board Diversity Matrix

Name of Board Member	Gender	Age	Expertise /Experience In:									Affiliations			Years of Expertise / Experience
			Strategy Development	Risk	Governance	Finance	Law	PR	Mktg	HR	IT	Industry Associations	Technology Groups	Financial Institutions	

By adhering to this Board Diversity Policy and utilizing the Board Diversity Matrix, Xurpas aims to ensure a well-rounded and diverse board that can effectively steer the company towards its strategic objectives while reflecting the values of diversity and inclusion.